Appl. No. 09/742,458
Amdt. dated November 8, 2005
Reply to Office Action of August 9, 2005

PATENT

Amendments to the Claims:

This listing of claims will replace all prior versions, and listings of claims in the application:

Listing of Claims:

1   1.   (Currently Amended) A method for workforce procurement and
2   management using a hosted network application, the method comprising:
3   maintaining a plurality of modules accessible at varying levels to different
4   participants in a workforce procurement and management process, the modules comprising,
5   an exchange module comprising a search function;
6   a skills fulfillment module comprising,
7   a skills requirement function for specifying skills required for a
8   project; and
9   a settlement function for tracking expenditures on a project;
10   a resource management module comprising a work journal function for
11   collecting information about ~~the~~ an activity of an individual contractor on an ongoing project, the
12   information describing the activity performed by the contractor during the ongoing project in
13   which the contractor is hired;
14   a knowledge management module comprising a reporting function and an
15   analysis function; and
16   maintaining a database coupled to the plurality of modules.

1   2.   (Original) The method of claim 1, wherein the exchange module further
2   comprises:
3   a sourcing function for specifying sourcing preference and rules for a project; and
4   a transaction management function for managing a hiring process including
5   sourcing, interviewing, and negotiation.

1   3.   (Previously Presented) The method of claim 1, wherein the skills
2   fulfillment module further comprises:

Oracle Reference No.: OID-2005-274-01

Appl. No. 09/742,458
Amdt. dated November 8, 2005
Reply to Office Action of August 9, 2005

PATENT

3   a request for proposal (RFP) function for entering an RFP;

4   a work order function for documenting terms and conditions of a project;

5   a purchase order function for generating a purchase order in response to an

6   approved work order;

7   a logistics management function for facilitating the logistical components of a

8   hiring process including management of blood testing, badging, and facilities;

9   a fulfillment management function for managing the fulfillment of sourcing

10 requirements, including maintaining a status of sourcing requirements;

11   a risk management function for facilitating the pre-qualification of a contractor

12 and a consultant and for monitoring compliance with government rules and regulations.

1   4.   (Original) The method of claim 1, wherein the resource management

2   module further comprises an expense reporting function.

1   5.   (Original) The method of claim 1, wherein the plurality of modules

2   further comprises:

3   a supply management module comprising a supplier network function and a

4   digital portfolio function;

5   a supplier workbench module comprising a supplier workbench function; and

6   a common functions module comprising:

7   an administration function;

8   a workflow function;

9   a catalog function; and

10   an agreements function.

1   6.   (Original) The method of claim 1, wherein the different participants

2   include a contractor who is an individual contingent worker, a client who is an employee of an

3   enterprise, a recruiter who sells a service of finding contingent workers, and a staffing supplier

4   who sells a service of finding contingent workers, including finding multiple contingent workers

5   to staff a project.

Oracle Reference No.: OID-2005-274-01

Appl. No. 09/742,458
Amdt. dated November 8, 2005
Reply to Office Action of August 9, 2005

PATENT

1   7.   (Original) The method of claim 6, wherein the participant includes a

2   contractor, a staffing supplier, and a recruiter, and wherein the predetermined criteria includes a

3   list of staffing suppliers, and a list of skills, and wherein the predetermined criteria are generated

4   by the analysis function.

1   8.   (Original) The method of claim 7, wherein the different participants have

2   varying levels of access to the hosted network application based upon attributes, wherein

3   attributes include personal attributes associated with a participant, and enterprise attributes

4   associated with an enterprise using the hosted network application.

1   9.   (Original) The method of claim 1, wherein the work journal function

2   comprises:

3   the contractor entering data into a work journal data entity, wherein the entered

4   data comprises,

5   hours worked;

6   type of work done; and

7   comments regarding work done;

8   a client who is a manager reviewing the work journal data entity;

9   the manager approving the work journal data entity; and

10   the manager entering comments into the work journal data entity.

1   10.   (Original) The method of claim 5, wherein the digital portfolio function

2   comprises:

3   populating a digital portfolio data entity with data extracted from an electronic

4   resume;

5   populating the digital portfolio data entity with data from systems external to the

6   hosted network application; and

7   automatically updating the digital portfolio data entity with data from the work

8   journal data entity.

Appl. No. 09/742,458
Amdt. dated November 8, 2005
Reply to Office Action of August 9, 2005

PATENT

1   11. (Currently Amended) The method of claim 1, wherein the search function

2 comprises~:

3   performing a search for a contractor based upon predetermined criteria entered by

4 a participant;

5   performing a search for a contingent position based upon predetermined search

6 criteria entered by the participant;

7   searching the database, including searching a plurality of digital portfolio data

8 entities; and

9   searching a plurality of public databases that are not part of the hosted application.

1   12. (Currently Amended) The method of claim 3, wherein the work order

2 function comprises~:

3   a participant generating a work order based upon a successful search for a

4 contractor;

5   at least one participant reviewing the work order at least one level in order to

6 determine whether to approve the work order;

7   if the work order is not approved, returning the work order to a level below the

8 level at which it was not approved; and

9   collecting data regarding the work order, approval, and failure to approve in the

10 database, wherein the knowledge management module accesses the collected data.

1   13. (Original) The method of claim 12, wherein the work order function

2 further comprises associating a purchase order with the work order when the work order is

3 approved.

1   14. (Previously Presented) The method of claim 1, wherein the settlement

2 function comprises:

3   submitting the approved work journal of a contractor to a staffing supplier

4 associated with the contractor;

Oracle Reference No.: OID-2005-274-01

Appl. No. 09/742,458
Amdt. dated November 8, 2005
Reply to Office Action of August 9, 2005

PATENT

5   generating an invoice;

6   submitting the invoice to the manager for approval;

7   if the invoice is approved submitting the invoice to accounts payable for

8   processing;

9   storing data regarding the settlement function in the database, wherein the

10   knowledge management module accesses the stored data.

1   15.   (Currently Amended) The method of claim 3, wherein the request for

2   proposal function comprises:

3   receiving a request for proposal including a list of required contingent workers

4   and their associated skills;

5   linking the request for proposal with a project specification that includes data

6   regarding a project to be staffed;

7   generating a search based upon the request for proposal and the project

8   specification, wherein the search uses the exchange module;

9   broadcasting at least part of the request for proposal to publicly accessible

10   applications;

11   receiving responses to the request for proposal; and

12   conducting bargaining based upon responses to the request for proposal including

13   auctions and reverse auctions.

1   16.   (Original) The method of claim 1, wherein the reporting function

2   comprises generating at least one report using data including data generated by the plurality of

3   modules and stored in the database.

1   17.   (Original) The method of claim 1, wherein the analysis function

2   comprises:

3   automatically performing an analysis of at least one report based upon criteria

4   selected by a participant; and

5   the participant changing at least one attribute based upon a review of the analysis.

Oracle Reference No.: OID-2005-274-01

Appl. No. 09/742,458
Amdt. dated November 8, 2005
Reply to Office Action of August 9, 2005

PATENT

1   18.   (Original) The method of claim 1, wherein the hosted network

2   application, is hosted on the Internet.

1   19.   (Currently Amended) A system for workforce procurement and

2   management using a hosted network application, comprising:

3   a plurality of web servers for hosting a workforce procurement and management

4   application;

5   at least one database server;

6   at least one database for storing a plurality of data including the workforce

7   procurement and management application, wherein the workforce procurement and management

8   application includes a plurality of modules accessible at varying, levels to different participants

9   in a hosted workforce procurement and management process, the modules comprising,

10   an exchange module comprising a search function;

11   a skills fulfillment module comprising,

12   a skills requirement function for specifying skills required for a

13   project; and

14   a settlement function for tracking expenditures on a project;

15   a resource management module comprising a work journal function for

16   collecting information about ~~the~~ an activity of an individual contractor on an ongoing project, the

17   information describing the activity performed by the contractor during the ongoing project in

18   which the contractor is hired;

19   a knowledge management module comprising a reporting function and an

20   analysis function; and

21   maintaining a database coupled to the plurality of modules.

1   20.   (Original) The system of claim 19, wherein the exchange module further

2   comprises:

3   a sourcing function for specifying sourcing preference and rules for a project; and

Oracle Reference No.: OID-2005-274-01

Appl. No. 09/742,458
Amdt. dated November 8, 2005
Reply to Office Action of August 9, 2005

PATENT

4   a transaction management function for managing a hiring process including

5 sourcing, interviewing, and negotiation.

1   21.   (Currently Amended) The system of claim 19, wherein the skills

2 fulfillment module further comprises:

3   a request for proposal (RFP) function for entering an RFP;

4   a work order function for documenting terms and conditions of a project;

5   a purchase order function for generating a purchase order in response to an

6 approved work order;

7   a logistics management function for facilitating the logistical components of a

8 hiring process including management of blood testing, badging, and facilities;

9   a fulfillment management function for managing the fulfillment of sourcing

10 requirements, including maintaining a status of sourcing requirements.; and

11   a risk management function for facilitating the pre-qualification of a contractor

12 and a consultant and for monitoring compliance with government rules and regulations.

1   22.   (Original) The system of claim 19, wherein the resource management

2 module further comprises an expense reporting function.

1   23.   (Original) The system of claim 19, wherein the plurality of modules

2 further comprises:

3   a supply management module comprising a supplier network function and a

4 digital portfolio function;

5   a supplier workbench module comprising a supplier workbench function; and

6   a common functions module comprising:

7   an administration function;

8   a workflow function;

9   a catalog function; and

10   an agreements function.

Oracle Reference No.: OID-2005-274-01

1   24.   (Original) The system of claim 19, wherein the different participants

2   include a contractor who is an individual contingent worker, a client who is an employee of an

3   enterprise, a recruiter who sells a service of finding contingent workers, and a staffing supplier

4   who sells a service of finding contingent workers, including finding multiple contingent workers

5   to staff a project.

1   25.   (Original) The system of claim 24, wherein the participant includes a

2   contractor, a staffing supplier, and a recruiter, and wherein the predetermined criteria includes a

3   list of staffing suppliers, and a list of skills, and wherein the predetermined criteria are generated

4   by the analysis function.

1   26.   (Original) The system of claim 25, wherein the different participants have

2   varying levels of access to the hosted network application based upon attributes, wherein

3   attributes include personal attributes associated with a participant, and enterprise attributes

4   associated with an enterprise using the hosted network application.

1   27.   (Original) The system of claim 19, wherein the work journal function

2   comprises:

3   the contractor entering data into a work journal data entity, wherein the entered

4   data comprises,

5   hours worked;

6   type of work done; and

7   comments regarding work done;

8   a client who is a manager reviewing the work journal data entity;

9   the manager approving the work journal data entity; and

10   the manager entering comments into the work journal data entity.

1   28.   (Original) The system of claim 23, wherein the digital portfolio function

2   comprises:

Oracle Reference No.: OID-2005-274-01

Appl. No. 09/742,458
Amdt. dated November 8, 2005
Reply to Office Action of August 9, 2005

PATENT

3   populating a digital portfolio data entity with data extracted from an electronic

4 resume;

5   populating the digital portfolio data entity with data from systems external to the

6 hosted network application; and

7   automatically updating the digital portfolio data entity with data from the work

8 journal data entity.

1   29.   (Currently Amended) The system of claim 19, wherein the search

2 function comprises;:

3   performing a search for a contractor based upon predetermined criteria entered by

4 a participant;

5   performing a search for a contingent position based upon predetermined search

6 criteria entered by the participant;

7   searching the database, including searching a plurality of digital portfolio data

8 entities; and

9   searching a plurality of public databases that are not part of the hosted application.

1   30.   (Currently Amended) The system of claim 21, wherein the work order

2 function comprises;:

3   a participant generating a work order based upon a successful search for a

4 contractor;

5   at least one participant reviewing the work order at least one level in order to

6 determine whether to approve the work order;

7   if the work order is not approved, returning the work order to a level below the

8 level at which it was not approved; and

9   collecting data regarding the work order, approval, and failure to approve in the

10 database, wherein the knowledge management module accesses the collected data.

Oracle Reference No.: OID-2005-274-01

Appl. No. 09/742,458
Amdt. dated November 8, 2005
Reply to Office Action of August 9, 2005

PATENT

1   31.   (Original) The system of claim 30, wherein the work order function

2 further comprises associating a purchase order with the work order when the work order is

3 approved.

1   32.   (Currently Amended) The system of claim 19, wherein the settlement

2 function comprises:

3   submitting the approved work journal of a contractor to a staffing supplier

4 associated with the contractor;

5   generating an invoice;

6   submitting the invoice to the manager for approval;

7   ~~is~~if the invoice is approved submitting the invoice to accounts payable for

8 processing; and

9   storing data regarding the settlement function in the database, wherein the

10 knowledge management module accesses the stored data.

1   33.   (Currently Amended) The system of claim 21, wherein the request for

2 proposal function comprises:

3   receiving a request for proposal including a list of required contingent workers

4 and their associated skills;

5   linking the request for proposal with a project specification that includes data

6 regarding a project to be staffed;

7   generating a search based upon the request for proposal and the project

8 specification, wherein the search uses the exchange module;

9   broadcasting at least part of the request for proposal to publicly accessible

10 applications;

11   receiving responses to the request for proposal; and

12   conducting bargaining based upon responses to the request for proposal including

13 auctions and reverse auctions.

Oracle Reference No.: OID-2005-274-01

Appl. No. 09/742,458
Amdt. dated November 8, 2005
Reply to Office Action of August 9, 2005

PATENT

1   34.   (Original) The system of claim 19, wherein the reporting function

2   comprises generating at least one report using data including data generated by the plurality of

3   modules and stored in the database.

1   35.   (Original) The system of claim 19, wherein the analysis function

2   comprises:

3   automatically performing an analysis of at least one report based upon criteria

4   selected by a participant; and

5   the participant changing at least one attribute based upon a review of the analysis.

1   36.   (Original) The system of claim 19, wherein the hosted network

2   application is hosted on the Internet.

1   37.   (Currently Amended) An electromagnetic medium containing executable

2   instructions which, when executed in a processing system, cause the system to perform

3   workforce management, wherein performing workforce procurement comprises:

4   receiving a staffing requirement for a project;

5   searching a database of digital portfolios to find at least one suitable contractor for

6   the project;

7   filling the staffing requirement with the at least one contractor;

8   automatically updating a digital portfolio of the at least one contractor using data

9   entered by the at least one contractor and at least one supervisor of the at least one contractor;

10   and

11   maintaining a work journal for the at least one contractor for an ongoing project,

12   including automatically updating the work journal, using data input by the at least one contractor

13   and at least one supervisor of the at least one contractor regarding job performance of the at least

14   one contractor, the data describing an activity performed by the contractor during the ongoing

15   project in which the contractor is hired.

1   38.   (Canceled)

Oracle Reference No.: OID-2005-274-01

Appl. No. 09/742,458
Amdt. dated November 8, 2005
Reply to Office Action of August 9, 2005

PATENT

1   39.   (Previously Presented) The electromagnetic medium of claim 37, wherein

2 performing workforce management further comprises generating payments to the at least one

3 contractor and to third parties using data from the work journal and invoice data entered by a

4 manager.

1   40.   (Original) The electromagnetic medium of claim 39, wherein performing

2 workforce management further comprises generating reports regarding the project using data

3 from the work journal.

Oracle Reference No.: OID-2005-274-01